

Gender pay gap report for the year 2021/22

Since 2017 public, private and voluntary sector organisations with 250 or more employees are required by law to report annually on their gender pay gaps, using six different measures (see Appendix 1). East Suffolk Council welcomes gender pay gap reporting and what it seeks to achieve. We are committed to equality of opportunity and our approach to pay seeks to reward all staff fairly, regardless of gender or any other protected characteristic.

This report fulfills the reporting and sets out what we are doing to close the gender pay gap and recommendations for further actions. The figures provided in brackets are from 2020/21 and included for comparative purposes. The report contains a glossary to explain the terms that the reporting framework requires.

Summary

The Council had a Gender Pay Gap of 11.1% in 2021/22 which is an increase on the previous year's figure of 10.3%. This increase is despite an ongoing programme of initiatives in place intended to reduce the gap.

What is the Gender Pay Gap?

A gender pay gap is a measure of disadvantage (a gap) expressed as a comparison between what, on average, men earn and what, on average, women earn (gender pay). It is not 'equal pay'. Equal pay means that there should be no difference in the pay and contractual terms of a woman and a man doing equal work (or work of equal value) for the same employer.

A positive pay gap means that females on average earn less than males. A pay gap of zero means the average pay across the entire workforce is the same for males and females. A negative pay gap means that the average for female employees is higher than that for males.

National Picture

The Office for National Statistics (ONS) advise:

- The gender pay gap among all employees increased in 2021 to 15.4%, from 14.9% in 2020, but is still down from 17.4% in 2019.
- For age groups under 40 years, the gender pay gap for full-time employees is now 3% (ESC 1.5%)
- Among 40- to 49-year-olds the gap, currently 12%, has decreased over time (ESC 13.9%).
- Among 50- to 59- year-olds and those over 60 years, the gender pay gap is approximately 12% and is not declining strongly over time (ESC 17.8%)
- East Suffolk Council figures reflect these trends.

Gender make-up of the Council

46% male to 53% female

Ordinary Pay

The mean gender pay gap is the difference in average hourly rates of pay that male and female employees receive. This gives an overall indication of the gender pay gap by taking all hourly rates of pay and dividing by the number of employees. The mean gender pay gap is 11.1% (10.3%)

The Council's pay gap has increased in the last year although it still compares favorably to the rest of the public sector pay gap of 14.8% (mean) as published by the ONS.

The median gender pay gap shows the difference in the midpoints of the ranges of hourly rates of pay for men and women by ordering individual rates of pay from lowest to highest and comparing the middle value. The median pay gap is 18.0% (19.6%), a decrease on the last year but comparable to the rest of the Public Sector median pay gap of 18.0% as published by the ONS.

Bonus Pay

The Council does not pay any employee bonuses.

Hourly pay quartiles*

This is the percentage of male and female employees in four quartile pay bands, (dividing our workforce into four equal parts – [see the glossary below](#)). Last year's figures are shown in brackets.

	East Suffolk Council	
	Male	Female
All Staff	46.3% (46.3%)	53.7% (53.7%)
First (Lower) Quartile	45.9% (34.2%)	54.1% (65.8%)
Second Quartile	49.0% (40.2%)	51.0% (59.8%)
Third Quartile	45.1% (54.8%)	54.9% (45.2%)
Fourth (Upper) Quartile	45.5% (54.5%)	54.5% (45.6%)

*Please note, the above figures cover a period of transition between payroll systems. Since, then the data has been reviewed and can be confirmed to be commensurate with last year's figures. These revised figures, compared to last year (in brackets) are:

	East Suffolk Council	
	Male	Female
All Staff	45.6% (46.3%)	54.4% (53.7%)
First (Lower) Quartile	33.9% (34.2%)	66.1% (65.8%)
Second Quartile	41.0% (40.2%)	59.0% (59.8%)

Third Quartile	51.2% (54.8%)	48.8% (45.2%)
Fourth (Upper) Quartile	53.7% (54.5%)	46.3% (45.6%)

East Suffolk Pay and Reward - Addressing the gender pay gap

The Council recognises that remuneration at all levels needs to be sufficient to attract and retain high quality employees. The Council is committed to rewarding all employees in a fair and equitable manner and this is demonstrated in [the Pay Policy](#).

The leadership and culture of the Council has been consistent in assuring that all aspects of people management are dealt fairly and are transparent. Practices have not been more favourable to one gender than the other. Our People Strategy and our Recruitment and Retention plan underpins this and outlines our aim to build a strong reputation as a good employer and to be a progressive and exciting place to work. We encourage all our staff to achieve their potential, feeling valued and supported in a safe and healthy workplace. We work hard to attract and retain good quality people, by offering great opportunities for interesting roles and career development. Our strategy includes attracting women to work in traditionally non female areas.

We have a clear set of values and framework of expected behaviours which contribute to a culture based on trust and outcomes. Our employee engagement survey results tell us that the vast majority of our staff believe that we have a culture of dignity and respect.

There are a number of practices and initiatives in place which should have a positive impact on reducing the gender pay gap, including:

- Monitoring pay to identify pay differences and take targeted action where appropriate. A pay benchmarking exercise is ongoing as it has become clear that the pay offered for some jobs is failing to attract a suitable quantity and quality of candidates
- Clear, consistent, single approach to pay and reward, formal authorisation processes for any changes in pay.
- Ensuring that all new and changed roles are job evaluated through a robust process which involves Unison.
- Flexible/Agile working policies and practices which actively encourage women to work, taking into account training and development that has been invested in these employees.
- Enhanced occupational maternity pay and shared parental leave and support for women returning to work - through shared parental leave, job-sharing, compressed hours, part-time, and term-time only opportunities.
- Encouraging men to take advantage of arrangements which enable them to fulfil their caring responsibilities, such as shared parental leave, part-time working and compressed hours.

- Continuous improvement of the recruitment process, including regular diversity awareness sessions for recruiting managers to eliminate any bias. We ensure that our adverts are gender neutral, and all recruitment is based on merit and competency.
- Formal career pathways in place in a number of services including Planning, Environmental Health, Finance, Human Resources, Revenues and Benefits, Procurement with more being developed.
- Performance linked to outcomes and delivery in the role rather than working hours.
- The use of Natural Work Teams which will be utilised to promote development opportunities for employees across the Councils. This complements an accessible learning and development programme.
- Exit interviews offered to leavers to gauge their experience and obtain feedback.
- We will continue to encourage recognition of the value of diverse perspectives in developing teams.
- Further development and implementation of the Intern Scheme and Graduate Scheme, to develop future talent.
- Continue and develop participation with local schools and colleges, offering work experience and attendance at careers events to assist in dispelling stereotypes.
- Well established apprenticeship scheme in place across a range of occupational areas. We actively encourage female apprentices in the building trades
- Partnership with local schools and colleges including attendance at careers fairs to raise awareness of different career opportunities and to help dispel myths and stereotypes.
- The HR team report quarterly at Corporate Governance Group on the progress of reducing the gender pay gap.

Glossary

Job Evaluation Scheme – this is a robust, consistent and gender-neutral method for assessing and comparing the value of different roles. The scheme provides a basis for a grading and pay structure, as well as a means to demonstrate equal pay for equal work. The scheme evaluates the job, not the job holder, and provides a way to assess the demands of the job through an objective means.

Natural Work Teams - The Natural Work Team framework is based on a 'top-down objective' and 'bottom-up solutions' approach to allow the freedom to generate solutions from a blank page. Natural Work Teams have responsibility for a particular process and work together in a participative environment. The participative approach is based on the belief that employees will be more productive if they have a higher level of responsibility for their work, and that people will advocate what they help to create. This framework has been adapted to enable wider organisational change.

Mean - another name for average. To find the mean of a data set, add all the values together and divide by the number of values in the set. The result is your mean

Median - the middle value between the smallest and largest of a set of numbers.

Quartile - the values that divide a list of numbers into quarters: Put the list of numbers in order then cut the list into **four** equal parts, i.e. first (lower) quartile represents the lowest paid 25% of the organisation

Appendix 1

The gender pay gap reporting measures

<i>Mean gender pay gap</i>	The difference between the mean hourly rate of pay of male full-pay employees and that of female full-pay employees
<i>Median gender pay gap</i>	The difference between the median hourly rate of pay of male full-pay employees and that of female full-pay employees
<i>Mean bonus gap</i>	The difference between the mean bonus pay paid to male employees and that paid to female employees
<i>Median bonus gap</i>	The difference between the median bonus pay paid to male employees and that paid to female employees
<i>Bonus proportions</i>	The proportions of male and female relevant employees who were paid any bonus pay during the relevant period
<i>Quartile pay bands</i>	The proportions of male and female full-pay employees in the lower, lower middle, upper middle and upper quartile pay bands